AMENDMENTS

In the Claims:

Please rewrite claims 6, 10-12, and 25-27 as follows:

6. (Amended) A method of performing substitute fulfillment by finding substitutes for absentee workers in an organization, comprising:

providing an automated substitute fulfillment system remote from said organization;

wherein said organization is one or more of the group comprising schools, school districts, retail banks, branch offices of banks, convenience stores, manufacturing facilitates, fire departments, police departments, hospitals, transportation departments, airlines and temporary worker agencies;

initializing said substitute fulfillment system by creating a main database of stored substitute fulfillment data records;

notifying said substitute fulfillment system of a worker absence;

automatically identifying potential substitute workers using said substitute fulfillment system;

automatically contacting potential substitute workers serially and relaying a replacement request until one potential substitute agrees to cover said absence or until all of the identified potential substitute workers are contacted; and

automatically notifying personnel in said organization of the results.

10. (Amended) A method of performing substitute fulfillment by finding floating workers for absentee workers in an organization, comprising:

providing an automated substitute fulfillment system remote from said organization;

initializing said substitute fulfillment system by creating a main database of stored floating workers fulfillment data records;

notifying said floating worker fulfillment system of a worker absence;

automatically identifying floating workers using said substitute fulfillment system;

automatically contacting a floating worker and relaying absent worker's position and location; and

automatically notifying personnel in said organization of the results.

11. (Amended) A substitute fulfillment system that identifies and secures substitute workers for a plurality of organizations comprising:

a database comprising worker records, said worker records having information associated with workers for each of the organizations, and substitute records, said substitute records having information associated with at least one substitute worker; and

a server coupled to the database, the server is configured for:

receiving absentee information representing an absent worker via at least one Internet communication link coupled to the server;

generating in response to receiving the absentee information a list of one or more potential substitute workers who can fill in for the absent worker using the worker records associated with the absent worker and the substitute records; and

contacting potential substitute workers listed on the generated list until one of the substitute worker agrees to fill in for the absent worker or until the generated list is exhausted.

12. (Amended) The substitute fulfillment system of claim 11 wherein the server is further configured to receive absentee information via a telephone communication link.

25. (Amended) A substitute fulfillment system that identifies and secures substitute workers for a plurality of different organizations comprising:

a database comprising worker records, said worker records having information associated with workers for each of the organizations, and substitute records, said substitute records having information associated with at least one substitute worker;

a server coupled to the database, the server is configured for:

receiving from an organization, via at least one Internet communication link coupled to the server, an absentee list of one or more absent workers;

generating in response to receiving the absentee list one or more lists of one or more potential substitute workers who can fill in for each absent worker on the absentee list using the worker records associated with the absent worker and the substitute records; and

contacting potential substitute workers listed on each of the generated lists until one of the substitute workers in each of the generated lists agrees to fill in for the absent worker or until all of the generated lists are exhausted.

26. (Amended) A method for performing substitute fulfillment for a plurality of different organizations comprising:

receiving absentee information representing an absent worker via at least one Internet communication link;

generating in response to receiving the absentee information a list of one or more potential substitute workers who can fill in for the absent worker using worker records having information associated with the absent worker and substitute records having information associated with at least one substitute worker; and

contacting potential substitute workers listed on the generated list until one of the substitute worker agrees to fill in for the absent worker or until the generated list is exhausted.

27. (Amended) A method for performing substitute fulfillment for a plurality of organizations comprising:

receiving from an organization, via at least one communication link, an absentee list comprising one or more absent workers;

generating in response to receiving the absentee list one or more lists of one or more potential substitute workers who can fill in for each absent worker on the absentee list using worker records having information associated with the absent worker and substitute records having information associated with at least one substitute worker; and

contacting potential substitute workers listed on each of the generated lists until one of the substitute workers in each of the generated lists agrees to fill in for the absent worker or until the generated list is exhausted for each generated list until all of the generated lists are exhausted.

In the Claims:

Following, please find marked up versions of rewritten claims 6, 10-12, and 25-27 showing all the changes relative to the previous versions of those claims:

6. (Amended) A method of performing substitute fulfillment by finding substitutes for absentee workers in an organization, comprising:

providing an automated substitute fulfillment system remote from said organization;

wherein said organization is one or more of the group comprising schools, school districts, retail banks, branch offices of banks, convenience stores, manufacturing facilitates, fire departments, police departments, hospitals, transportation departments, [schools,] airlines and temporary worker agencies;

initializing said substitute fulfillment system by creating a main database of stored substitute fulfillment data records;

notifying said substitute fulfillment system of a worker absence;

automatically identifying potential substitute workers using said substitute fulfillment system;

automatically contacting potential substitute workers serially and relaying a replacement request until one potential substitute agrees to cover said absence or until [said list is exhausted] all of the identified potential substitute workers are contacted; and

automatically notifying personnel in said organization of the results.

10.   (Amended)   A method of performing substitute fulfillment by finding floating workers for absentee workers in an organization, comprising:

providing an automated substitute fulfillment system remote from said organization;

initializing said substitute fulfillment system by creating a main database of stored floating workers fulfillment data records;

notifying said floating worker fulfillment system of a worker absence;

automatically identifying floating workers using said substitute fulfillment system;

automatically contacting a floating worker and relaying absent worker's position and location; and

automatically notifying personnel in said organization of the results.

11.   (Amended)   A substitute fulfillment system that identifies and secures substitute workers for a plurality of organizations comprising:

a database comprising worker records, said worker records having information associated with workers for each of the organizations, and substitute records, said substitute records having information associated with at least one substitute worker; and

a server coupled to the database, the server is configured for:

receiving absentee information representing an absent worker via at least one Internet communication link coupled to the server;

generating in response to receiving the absentee information a list of one or more potential substitute workers who can fill in for the absent worker using the worker records associated with the absent worker and the substitute records; and

contacting potential substitute workers listed on the generated list until one of the substitute worker agrees to fill in for the absent worker or until the generated list is exhausted.

12. (Amended) The substitute fulfillment system of claim 11 wherein [each of the at least one communication link is a link selected from the group consisting of] the server is further configured to receive absentee information via a telephone communication link [or an Internet communication link].

25. (Amended) A substitute fulfillment system that identifies and secures substitute workers for a plurality of different organizations comprising:

a database comprising worker records, said worker records having information associated with workers for each of the organizations, and substitute records, said substitute records having information associated with at least one substitute worker;

a server coupled to the database, the server is configured for:

receiving [an absentee list of one or more absent workers] from an organization, via at least one Internet communication link coupled to the server, an absentee list of one or more absent workers;

generating in response to receiving the absentee list one or more lists of one or more potential substitute workers who can fill in for each absent worker on the absentee list using the worker records associated with the absent worker and the substitute records; and

contacting potential substitute workers listed on each of the generated lists until one of the substitute workers in each of the generated lists agrees to fill in for the absent worker or until all of the generated lists are exhausted.

26. (Amended) A method for performing substitute fulfillment for a plurality of different organizations comprising:

receiving absentee information representing an absent worker via at least one Internet communication link;

generating in response to receiving the absentee information a list of one or more potential substitute workers who can fill in for the absent worker using worker records having information associated with the absent worker and substitute records having information associated with at least one substitute worker; and

contacting potential substitute workers listed on the generated list until one of the substitute worker agrees to fill in for the absent worker or until the generated list is exhausted.

27. (Amended) A method for performing substitute fulfillment for a plurality of organizations comprising:

receiving [an absentee list] from an organization, via at least one communication link, [said] an absentee list comprising one or more absent workers;

generating in response to receiving the absentee list [a list] one or more lists of one or more potential substitute workers who can fill in for each absent worker on the absentee list using worker records having information associated with the absent worker and substitute records having information associated with at least one substitute worker; and

contacting potential substitute workers listed on each of the generated lists until one of the substitute workers in each of the generated lists agrees to fill in for the absent worker or until the generated list is exhausted for each generated list until all of the generated lists are exhausted.